

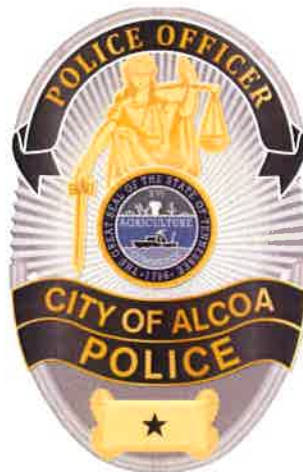
ALCOA POLICE DEPARTMENT

2014

ANNUAL REPORT



To Serve and Protect



Together We Can



An Internationally
Accredited Agency

***Respectfully submitted by the
Office of the
Chief of Police
2020 N. Wright Road
Alcoa TN 37701
(865) 981-4111***

ppotter@cityofalcoa-tn.gov

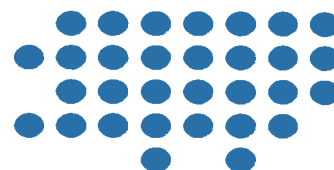
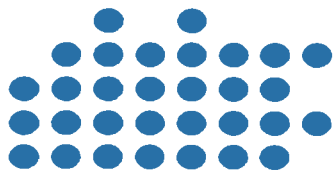


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Core Values of The Alcoa Police Department

Professionalism, Respect, Integrity, Dedication to Service, and Excellence – PRIDE

Professionalism	We value the spirit of professionalism, having a clear sense of commitment to the highest levels of professional standards, perspective, and direction. We believe this is developed by creating an environment that encourages teamwork, innovation, and constant evaluation of our performance. Our professional attitude is dedicated to high quality responsiveness, and excellence in our service to our community. We strive to promote professional and individual excellence that is delivered and enhanced through a strong commitment to character, competency, advanced training, and continuing education.
Respect	We recognize that our authority is derived from the people we serve. We are committed to respecting individual rights, human dignity, the democratic process, and the value of all members of the community and Department. We respect the laws, which we are required to enforce, and we treat all people with respect, courtesy, compassion, and sensitivity. We are dedicated to performing our duties in accordance to the Constitution, State Laws, and City Ordinances, while protecting the rights and equal treatment of all individuals.
Integrity	We recognize that honest, integrity, fairness, and truthfulness are the foundations of our profession. We will constantly strive to maintain the highest standards in this regard, recognizing their importance in upholding our credibility, respect, and trust within the law enforcement profession and the community we serve. We will promote the pride we have in our profession by acting responsibly, being accountable for our actions, and holding others accountable for their actions. We will not sacrifice principle for expedience, be hypocritical, or act in an unscrupulous manner.
Dedication to Service	We recognize that our contribution to the quality of life in our community is best served by providing the finest professional law enforcement services found in East Tennessee. We provide service in a courteous, efficient, and accessible manner. Using Community Policing, we will respond to the needs of the community by involving the community on all community-related problems to achieve a secure and safe city.
Excellence	The Alcoa Police Department is committed to the pursuit of excellence. We will strive to be the best we can and to continuously improve the Department, the Community, and Ourselves. We will continue to achieve excellence as a law enforcement agency by maintaining the highest standards, providing the highest quality of service to protect our community, being responsive to the needs of the community, and will vigilantly seek out innovative ways to meet the demands placed upon us to improve the quality of life in Alcoa.

Pride in our Community, Pride in our Department and Pride in our Profession

VISION STATEMENT

The vision of the Alcoa Police Department is to be recognized by our community and our profession as THE premier law enforcement agency in East Tennessee, striving to prevent the next crime to achieve a safer

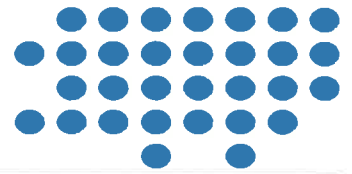
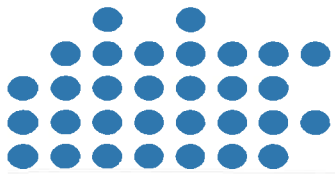
Alcoa.

MISSION STATEMENT

“We, the members of the Alcoa Police Department, will work in partnership with our community to make a positive difference to improve the quality of life, reduce crime and provide a sense of safety and security in which to live, work and visit.”

MOTTO

Together We Can



NATIONAL NIGHT OUT

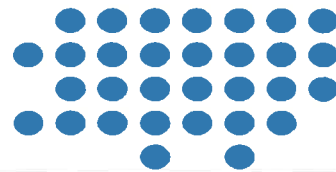
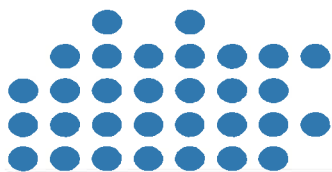
On October 7, 2014, the Alcoa Police and Fire Departments held its first ever "Community Day" at the New Midland Plaza. The event coincided with the Police Department's National Night Out program and the Fire Department's National Fire Prevention Week.

This was the first year the Police Department participated in the National Night Out Program. The program began in 1984, as an effort to promote involvement in crime prevention activities, police-community partnerships, neighborhood camaraderie and send a message to criminals letting them know that neighborhoods are organized and fighting back. Police Chief Potter brought the idea with him to Alcoa; he has participated in this event at his previous agencies with a lot of success.

The event featured various community groups, restaurants, non-profit groups, government agencies, and area public safety professionals displaying their wares. We also had an inflatable bounce house and slide. Gold's Gym provided personnel who conducted a "Zumba" class on the stage area. After the participants finished dancing (Zumba), they could enjoy popcorn, sno-cones, and food from the restaurants.

It was a great cooperative effort between the Police and Fire Departments that benefitted the community and everyone seemed to have a great time. A special thank you to all that helped; Police and Fire Department personnel, Public Works, city personnel, and community volunteers.





City Government Organizational Chart



Mayor
Don Mull



Vice Mayor
Clint Abbott



Commissioner
Vaughn Belcher



Commissioner
Clayton Bledsoe

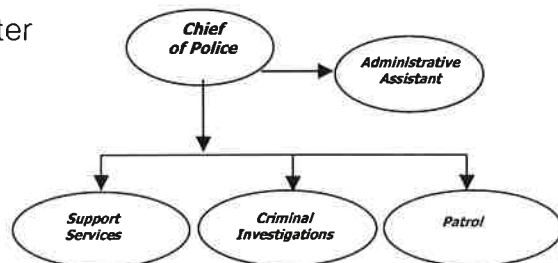


Commissioner
Ken White



City Manager
Mark Johnson

Message from Chief Philip Potter



Staff Leadership Organizational Chart

Message from the Chief of Police

On behalf of the members of the Alcoa Police Department, I am pleased to present our 2014 Annual Report to the community. This report will provide you with an overview of the organization, as well as statistics and facts about our activities that we believe may be of the most interest to the public we serve. I hope you find this informative and useful.

The Alcoa community has come to expect a great deal from its police department and we believe that the protection of life and property in our community is our highest priority. I am very proud of the men and women who work for the police department and who are committed to serving our community. Our successes in 2014 could not have been accomplished without the great people who work in the department and who have made it what it is today - a professional law enforcement agency that exemplifies the agency core values of Professionalism, Respect, Integrity, Dedication to Service and Excellence (PRIDE).

The department experienced many changes in 2014, including the transition to a new Police Chief, since I began my employment as the new Alcoa Police Chief on December 2, 2013. In 2014 the department pursued several goals and objectives that assisted the agency in continuing its pursuit of excellence. One of the most important changes is the reorganization to three divisions (Patrol, Criminal Investigations and Support Services) in order to improve management effectiveness. This reorganization also resulted in promotional processes for Captain, Lieutenant and Sergeant, including one new Captain, three new Lieutenants and three new Sergeants. In addition, a new supervisory position (Staff Services Sergeant) was created to supervise the Records Unit. One other positive accomplishment was that on Tuesday, October 7, 2014, the department sponsored it's First National Night Out (NNO) Celebration in the New Midland Plaza in order to promote police-community partnerships to prevent crime.

Our department plays an important role in ensuring the quality of life in the City. In the coming year we will explore every opportunity to prevent or reduce crime in the City of Alcoa which requires us to remain focused on our work and become even more aware of new ideas and technologies to improve our service. I look forward to working with you to make Alcoa a safer community to live, work or visit.

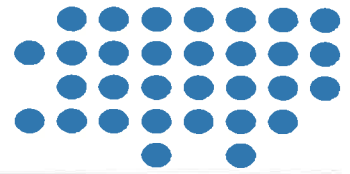
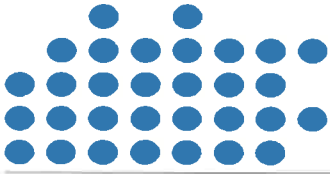
On behalf of the entire staff of the Alcoa Police Department, I want to thank the City Manager, Mayor and City Commission for the important role they play in the success of our agency. The Alcoa Police Department could not have successfully completed our goals and objectives in 2014 without such strong support.

Sincerely,

Philip K. Potter

Philip K. Potter, CLEE
Chief of Police, Alcoa Police Department





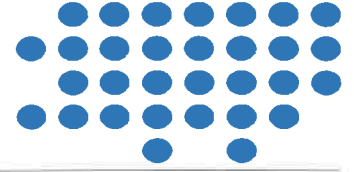
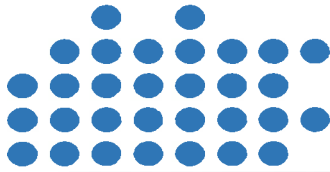
2014 Departmental Goals & Objectives

Each year the department sets Goals and Objectives for the upcoming year. This process focuses on each division in the department and the department as a whole. In this Annual Report, we have attempted to provide a briefing on the progress made on the Goals and Objectives that were established for 2014. The briefing for each division will be included within their respective sections of this report.

The information provided below is an update on the Goals and Objectives set by the staff as department-wide initiatives.

- Goal** To review job descriptions, update if necessary, and implement promotional processes for Lieutenant and Sergeant resulting in an eligibility promotional list for both ranks.
- Objective** The review of all police department job descriptions was completed and turned in to Human Resources in November 2014. Currently awaiting final approval to implement. Promotional processes for police Sergeant, Lieutenant and Captain were completed in April, May and June 2014 resulting in 1 promoted Captain, 3 promoted Lieutenants and 3 promoted Sergeant's and current valid eligibility lists for all three ranks.
- Goal Met
- Goal** Review and update with the Accreditation Manager the agency's General Orders manual.
- Objective** The process of reviewing the Agency's current General orders and updating / revising is about 60% complete.
- In-Progress
- Goal** Review and update, if necessary, the agency's organizational chart and workload assessments to ensure authorized personnel are appropriately allocated to agency components and if additional future positions are required for the agency.
- Objective** Review and updating of agency organizational charts was completed in October 2014 resulting the reimplementation of the three division system with operations being split into Patrol (Captain Carswell) and CID (Captain Boring). Workload assessments will be completed by the Captain's in the coming year.
- Goal Met
- Goal** Review agency internal communication practices and address any perceived or actual deficiencies, in order to work towards improved internal communications at all levels and between all components in the agency.
- Objective** Several communications systems and processes have been implemented to help improve internal communications to include departmental meetings, Chief's Employee Advisory Committee, Sergeant's Advisory Committee. Inclusion of all Lieutenants in Command Staff Meetings, CID weekly status reports to all sworn officers, etc.
- Goal Met
- Goal** Evaluate the current policy facility and allocated space and develop a written plan to address any noted deficiencies or necessary changes.
- Objective** This goal and project has been suspended until the Fire Department moves forward on a new building project in order to allow APD to acquire another 3,000 SF to the current Police - Fire building.
- Suspended
- Goal** Review and research the current role of patrol sergeant in the agency and develop / implement a plan to integrate the patrol sergeant as a valuable / functioning asset and key member of the police supervisory team.
- Objective** Under the new reorganization the Patrol Sergeant to a Patrol Lieutenant and by new agency General Orders has role and authority clearly delineating in writing as well as through new job descriptions. The new Sergeant shift system has been terminated.
- Goal Met
- Goal** Review and revise, if required, the agency's vision, mission and core organizational values.
- Objective** A new agency vision, mission and values statement was completed in the Fall of 2014, with employee input and participation in progress.
- Goal Met
- Goal** Implement procedures and systems to emphasize and fully integrate community policing, problem solving, teamwork and data driven policing within all aspects / components of the agency.
- Objective** The process to fully implement community policing and problem solving teamwork and data driven policing in all agency components has not made significant progress, although the agency implemented a new National Night Out Program in October 2014 that was very successful.
- In Progress
- Goal** Review and identify any deficiencies in IT Support Services provided to the police department and develop a plan to correct the deficiencies.
- Objective** The deficiencies in the City's IT Support Services provided to the police department were identified with the City IT Supervisor and Finance Director and monthly meetings are being conducted to more quickly address issues. Some improvement in hardware and software have been noted. Police Department still appears to need full time—40 hour weekly IT Support which will be addressed in 2015 budget request.
- Goal Met
- Goal** Review the agency's current multi-year plan, and, if necessary revise / update plan accordingly
- Objective** The Chief of Police developed a new APD multi-year plan, which comprehensively addressed all strategic planning issues.
- Goal Met
- Goal** Purchase, equip, and assign one new unmarked vehicle for the Office of the Chief of Police approved in FY2014-2015 budget..
- Objective** The department purchased a new 2014 Chevrolet Tahoe 4WD, equipped the vehicle and placed in service in September 2014.
- Goal Met





2014 Promotions

Early in 2014, Chief Potter began the reorganization of the Alcoa Police Department and several promotions and re-assignments began. In August 2014, Chief Potter authorized re-implementing the Patrol Division to become the third division of the Alcoa Police Department. The Operations Division was dissolved and with the creation of the Patrol Division and Criminal Investigations Division, Captain Dale Boring is now assigned as the Criminal Investigations Division Captain.



Sergeant Hank Morris was promoted to Police Lieutenant on June 9th. He began working for APD in February 2004 and was promoted to Sergeant in May, 2007. He graduated from Bethel University with a BS in Criminal Justice. During his career he has served as a Patrol Officer, Patrol Sergeant, Canine Officer, Accident Reconstructionist, Grant Manager, Canine Supervisor, Field Training Sergeant and Sergeant of second shift. He was awarded the Medal of Meritorious Service. He is assigned as the Support Services Division Lieutenant.

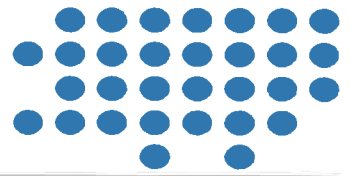
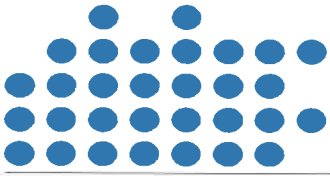
Lieutenant Keith Fletcher was promoted to Police Lieutenant on July 21st. He began working for APD in January 2000 and was promoted to Sergeant in May, 2004. He graduated from Roane State Community College with an Associate of Applied Science in Criminal Justice with honors—Cum Laude in 2009. He graduated from Bethel University in 2014 with a BS in Criminal Justice, with honors—Summa Cum Laude. During his career he has served as a Patrol Officer, Patrol Sergeant, Field Training Officer and evening shift Sergeant. He is assigned to Evening Shift in the Patrol Division.



Captain Carswell was promoted to Captain of the Patrol Division on August 9, 2014. He began working for APD in March, 1994. He is a 1986 graduate of Northeast State Community College with an Associates of Applied Science in Electrical Technology and is a 1990 graduate of ETSU with a Bachelor of Science in Criminal Justice. He served as 1st Lt. in the US Army, Armor Division and is a 2007 graduate of the FBI National Academy Class 226. He has served as a Patrol Officer, Bicycle Officer, K-9 Handler, Field Training Officer, Patrol Sergeant, Field Training Supervisor, Patrol Lieutenant and Administrative Division Lt. He served as the General Department Instructor. In 2002, he received the Medal of Meritorious Services for his accomplishments as a K-9 handler.

Lieutenant Rodney Wilson was promoted to Police Lieutenant on September 13th. He began working for APD in 1999. He attended both Roane State and Pellissippi State Community Colleges. He is a 2013 Magna Cum Laude graduate of Bethel University with a Bachelor of Science in Criminal Justice. He has served as a Police Officer, Field Training Officer, Traffic Safety Officer, Traffic Crash Reconstructionist and Police Motorcycle Instructor. He currently serves as a firearms instructor, Taser instructor, less lethal / chemical weapons instructor, weapons armorer and holds a Master Instructor Certification. He is a member of the TN Law Enforcement Training Officer's Association. He is assigned to Night Shift in the Patrol Division.





2014 Promotions

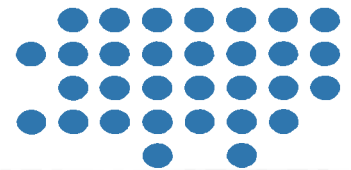
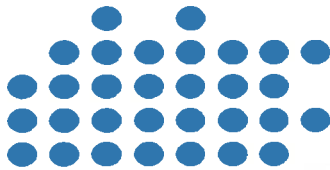
Sergeant Doug Sparks was promoted to Police Sergeant on September 13th. He began working for APD in 2009. He attended Osceola High School in Florida and served in the US Marine Corps. He has served as a Police Officer, Firearms Instructor and Armorer. He has seventeen years of experience in law enforcement and was formerly a Police Officer with the Kissimmee Police Department in Florida. At Kissimmee Police Department he served on the Street Crimes Unit for four years and was part of the SWAT team for nine years.



Sergeant Kris Sanders was promoted to Police Sergeant on September 27th. He graduated from ETSU in May 1998, with a bachelor's degree in criminal justice. He then worked for the Department of Children's Services and the TN Highway Patrol, Commercial Vehicle Enforcement Division. He began working for APD in 2002 where he served until 2005 when he was reassigned to the Criminal Investigations Division. He graduated from the National Forensic Academy in 2006 and was the recipient of the Dr. Bill Bass Award for outstanding achievement in the area of forensic investigation. Sgt. Sanders has numerous hours of training in many criminal investigations courses.

Sergeant Mark Tipton was promoted to Police Sergeant on October 4th. He began working for APD in August 1999 and graduated from the TN Law Enforcement Training Academy with honors. He served in the Patrol Division until an on-duty motorcycle accident in 2003. He then served as the Assistant Accreditation Manager and the Accreditation Manager through three CALEA on-site assessments. In 2003 he was assigned to the Administrative Division and the Accreditation office. He graduated Summa Cum Laude from Bethel University with a Bachelor of Science in Criminal Justice in 2014. He is assigned to the Staff Services Section as Sergeant and will continue as the agency CALEA Accreditation Manager and is supervising the Records Unit.





2014 Support Services Division Goals and Objectives

Victims of Crime Surveys

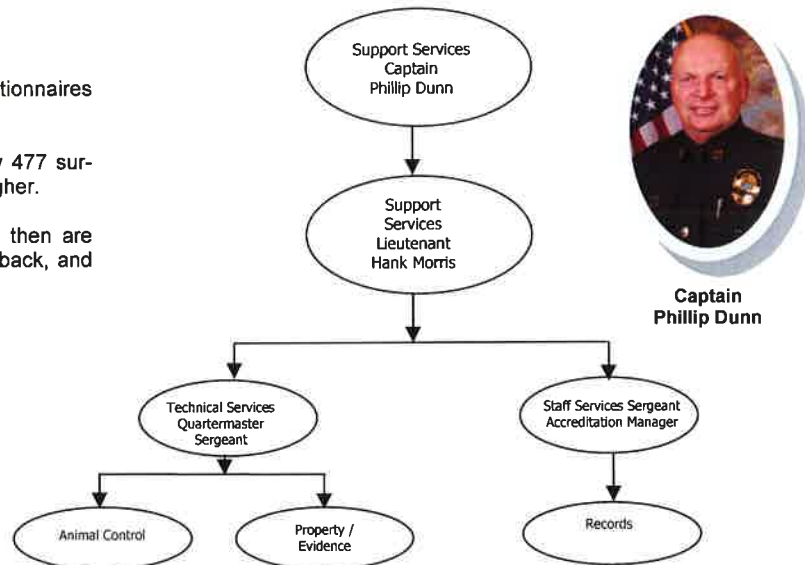
In 2014, Records personnel mailed Victims of Crimes Questionnaires to approximately 10% of the victims of major crimes.

The yearly analysis shows that respondents (approximately 477 survey's were mailed out) rated their satisfaction level at 8 or higher.

All returned survey's are reviewed by the Chief of Police, then are collated into a data report to assess our image, public feedback, and perceived effectiveness.

ANIMAL CONTROL STATISTICS

	2013	2014
Citizen Complaints	699	736
Strays Picked Up	133	123
Animal Bites	8	7
New Registered Animal	133	161
Dead Animal Pick Ups	716	698
Phone Calls	989	1,015
Traps Set / Follow Ups	982	1,002



Goal Utilize PowerDMS to its fullest potential to track memos, subpoenas, use of force and pursuit reviews, as well as other documents.

Objective The department currently uses PowerDMS to track memos, policies, special orders, special events and maintain CALEA files. Sgt. Tipton has begun using the system to track subpoenas when filling in for the Administrative Assistant. The department needs to determine if use of force and pursuit reviews are best served using the system.

- *Objective mostly met.*

Goal Continue and improve quarterly training sessions for the 2014 and 2015 calendar years.

Objective The department has been using quarterly training for the last several years to meet POST and annual training requirements required by policy. Additionally, the quarterly training provides employees with continuous opportunities to demonstrate and practice strategic maneuvers covering high liability issues such as active shooter scenarios. The quarterly training for 2014 covered the following topics; active shooter, less lethal shotgun, taser live fire, rifle qualification, OC spray, PPCT & SFST updates, firearms qualifications & STOPS refresher, homeless veterans, radar recertification & incident command. Quarterly training is geared toward meeting the department's mission by having a highly trained and professional workforce.

- *Undetermined*

Goal Expansion of the departments Stress Vest® Training System

Objective The department continues to expand the stress vest pistol training using the vest in the fall quarter of training. The hold up on using rifles is due to the manufacturer not releasing the rifles inserts.

- *Undetermined*

Goal Meet monthly TIBRS submissions within TBI requirements of less than four percent error rate per month.

Objective The department consistently is under the four percent error rate as required by the TBI. The requirement for TIBRS is mandated by TCA with sanctions of decertification of the department and not being eligible for grant funding if not in compliance with the law.

- *Meeting monthly.*

Goal In order for Evidence Technician / Latent Print Examiner Melanie Waters to be certified by the International Association of Identification (IAI), she needs to complete a latent palm print training course. Additionally, to be IAI certified, she will need to continue making latent print identifications and be recognized as an expert witness in judicial proceedings.

Objective This goal was set aside as a result of the department's restructuring. The responsibility for latent prints and the Integrated Automated Fingerprint Identification System (IAFIS) is now assigned to the Criminal Investigations Division.

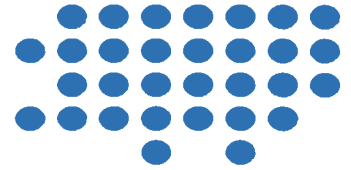
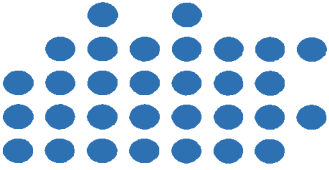
- *Tabled due to Restructuring*

Goal To improve current fleet maintenance standard as a guide for providing timely maintenance and fleet replacement.

Objective The Quartermaster along with the Captains have determined that the most logical approach to standardizing fleet maintenance is a combination of age, mileage, and repair cost. For marked patrol vehicles the standard has been 100,000 - 110,000 miles. The Quartermaster will determine which vehicles are to be replaced with the division captain determining who is assigned the newest vehicle. Normally, this will be the employee whose vehicle is determined to be replaced; however, in the event the employee is a new employee or PPO the captain reserves the right to assign vehicles based on the needs of the division.

- *This goal was met.*

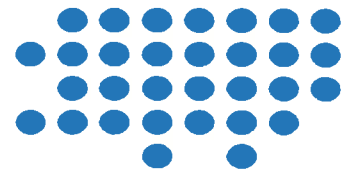
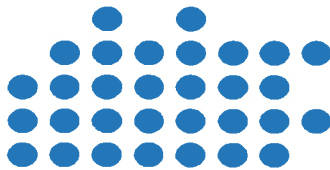




2014 Support Services Division Goals and Objectives, continued

- Goal** Purchase, equip, and assign patrol cruisers approved in FY2014/2015 budget and assign to Patrol Division.
- Objective** The Tahoes were approved and purchased in August 2014 and the department took delivery in late October 2014. However, all of the equipment ordered for the vehicles did not come in until December in time for the holiday shutdown, delaying the outfitting until January 2015. The process of ordering vehicles without equipment available has taken place for numerous years and is one area that the Quartermaster has been charged with changing to include budgeting total vehicle and equipment costs as a whole unit and budgeting so equipment can be purchased in the preceding fiscal year.
- *Not met in timeline, pending final*
- Goal** Monitor and report on the actual expense of the three new marked cruisers purchased to pilot test for Patrol Operations.
- Objective** Pending deployment of the three Tahoes
- *Pending*
- Goal** Host an A.L.I.C.E. training program on school safety.
- Objective** The department hosted a Train the Trainer class in September 2014 with the following officers certified to teach the class; Sgt(s) Cooper and Sparks, Officer(s) Cook, Tate and J. Sparks. In January 2015 the department provided teachers at Alcoa High School with in-service training on A.L.I.C.E.
- *Goal met*
- Goal** In collaboration with patrol officers, research and develop a plan for the consideration for the Chief of Police of the new graphic / color design of new cruisers.
- Objective** This objective proved to be more difficult than anticipated with the Chief holding several meetings with the Employee's Group, Supervisors, and Command Staff for the purpose of soliciting ideas and designs as well as meeting with a decal vendor to complete a final design.
- *Met*
- Goal** Research, develop a funding plan, purchase, and implement an automated, computerized Key management System.
- Objective** This project was researched at the request of the Chief of Police to assist in the management of vehicles left on the line as spares or pool vehicles. When the pricing came in the costs were prohibitive for the current fiscal year. This project will be looked at as a long term strategic goal when budgets allow.
- *Tabled as a budgetary item*
- Goal** Successfully prepare for and complete a Mock CALEA assessment.
- Objective** This objective is currently under review with a Mock Assessment tentatively scheduled for April / May 2015. The need to review and lock down policy unless extremely necessary to change will partially determine the timeline.
- *Timeline moved. Pending*
- Goal** Complete preparations for a successful Gold Standard Assessment by CALEA for July—August 2015.
- Objective** The date for the on-site has formally been set for August 2—5, 2015. Chief Potter is to submit a letter requesting a Gold Standard on-site in February 2015. The department has been approved for the Gold Standard by CALEA Staff.
- *Met*
- Goal** Purchase physical fitness equipment
- Objective** This project was originally assigned to Support Services under then Lt. Carswell. After restructuring, Captain Carswell continued to review and receive quotes for the equipment. The city's purchasing agent has been brought into the project to oversee the formal bid process and is currently review the options for purchase.
- *Recommended moving target date to 06/30/15*





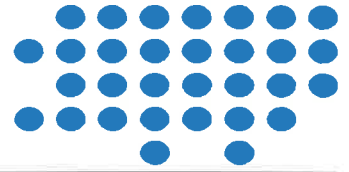
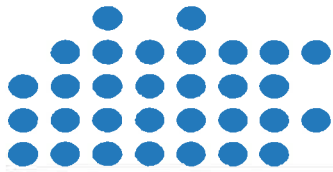
2013 / 2014 Annual Statistics

Statistics submitted by
the department to the
Tennessee Bureau of
Investigation

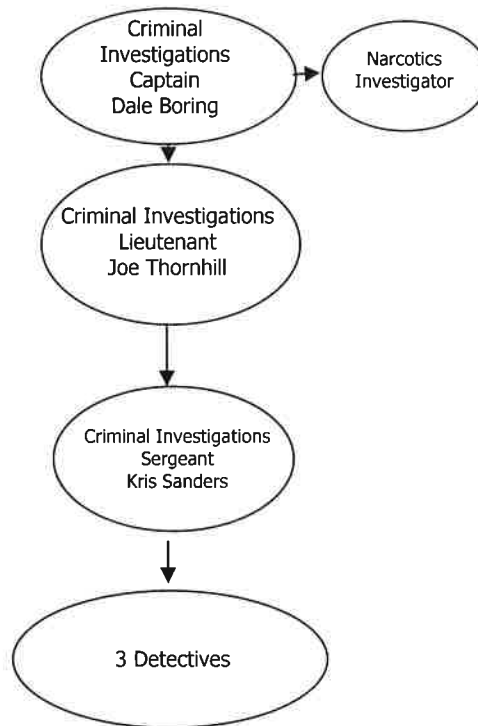
2013 Totals Indicated in **Black**
2014 Totals Indicated in **Blue**

Tennessee Incident Based Reporting System (TIBRS) is
an incident based reporting system designed to collect
data on every single crime occurrence and on each
incident and arrest within the occurrence.

2013 Population Estimate			8,640	Offenses				Arrests			
Offense Overview				Crimes Against Persons							
Offense Total	1,292	1,326		TIBRS Group A Offenses				Reported			
Number Cleared	650	728		Murder	2	0	2	0	0	0	0
Percent Cleared	50.31%	54.75%		Negligent Manslaughter	0	0	0	0	0	0	0
Group A Crimes per 100,000 population				Kidnapping / Abduction	2	1	1	0	0	0	0
Arrest Overview				Forcible Rape	4	8	3	4	1	1	0
Total Arrests	759	831		Forcible Sodomy	1	1	0	1	0	0	0
Adult Arrests	715	801		Sexual Assault w/ Object	0	0	0	0	0	0	0
Juvenile Arrests	44	30		Forcible Fondling	7	6	6	2	3	1	0
Unknown Age	0	0		Incest	0	1	0	0	0	0	0
Arrests per 100,000 population				Statutory Rape	1	2	1	2	1	2	0
Average number offenses / incident				Aggravated Assault	46	44	24	24	19	20	1
				Simple Assault	134	140	52	59	38	43	3
				Intimidation	25	26	7	4	3	4	0
				Stalking	0	0	0	0	0	0	0
				Commercial Sex Acts	N/A	0	N/A	0	N/A	0	N/A
				Involuntary Servitude	N/A	0	N/A	0	N/A	0	N/A
Domestic Violence Victims				Crimes Against Property							
Offense	Reported	Cleared		Arson	2	0	0	0	0	0	0
Murder	2	0	2	Bribery	0	0	0	0	0	0	0
Aggravated Assault	26	20	19	Burglary	79	51	19	7	13	5	4
Simple Assault	100	91	35	Counterfeiting / Forgery	51	35	23	17	13	8	0
Intimidation	15	12	5	Destruction / Damage / Vandalism	44	62	4	14	1	12	1
Stalking	0	0	0	Embezzlement	21	30	7	21	6	10	0
Forcible Rape	1	0	1	Extortion / Blackmail	0	0	0	0	0	0	0
Forcible Sodomy	0	0	0	Fraud—False Pretenses	89	106	40	46	17	20	1
Sexual Assault w/object	0	0	0	Fraud—Credit Card / ATM	79	87	33	45	13	14	0
Forcible Fondling	2	0	2	Fraud—Impersonation	11	4	9	4	7	1	0
Incest	0	1	0	Fraud—Welfare	0	0	0	0	0	0	0
Statutory Rape	0	0	0	Fraud—Wire	4	0	0	0	0	0	0
Kidnapping / Abduction	1	0	0	Motor Vehicle Theft	22	14	4	2	3	0	0
Total	147	124	64	Robbery	13	10	4	5	5	6	0
TIBRS Group B Arrests				Stolen Property Offense	4	0	3	0	4	0	0
Offense	Adult	Juvenile		Theft—Pocket Picking	0	0	0	0	0	0	0
Bad Checks	0	0	0	Theft—Purse Snatching	0	0	0	0	0	0	0
Curfew / Vagrancy	0	0	6	Theft—Shoplifting	172	241	125	196	133	205	10
Disorderly Conduct	2	3	0	Theft from Building	84	79	16	21	7	7	5
DUI	108	133	0	Theft from Coin Machine	5	3	0	1	0	2	0
Drunkenness	39	39	0	Theft from Motor Vehicle	51	63	11	14	9	8	1
Family-Non Violent	1	0	0	Theft of Motor Vehicle Parts	17	10	0	0	0	0	0
Liquor Law Violation	54	40	5	Theft—All Other Larceny	48	62	4	11	2	10	0
Peeping Tom	0	0	0	Crimes Against Society							
Trespass	1	3	0	Drug / Narcotic Violations	141	116	129	109	134	116	1
All Other Offenses	21	25	4	Drug / Narcotic Equipment Viol.	114	110	107	105	48	53	2
Total Group B	226	243	15	Gambling—Betting / Wagering	0	0	0	0	0	0	0
				Gambling—Operating / Promoting	0	0	0	0	0	0	0
				Gambling—Equipment Violation	0	0	0	0	0	0	0
				Gambling—Sports Tampering	0	0	0	0	0	0	0
				Pornography / Obscene Materials	0	1	0	0	0	0	0
				Prostitution	0	1	0	1	0	4	0
				Prostitution—Assisting / Promoting	0	0	0	0	0	0	0
				Purchasing Prostitution	N/A	0	N/A	0	N/A	0	N/A
				Weapon Law Violations	19	12	16	11	9	6	0
				Total Group A Offenses	1,292	1,326	650	726	489	558	29



Criminal Investigations Division



Captain Dale Boring



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Facebook



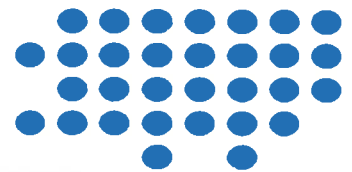
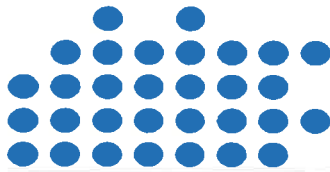
*Protect yourself and
your neighborhood - if
you witness a crime,
report it. You can
always remain
anonymous.*



The department now offers citizens 2 methods of communicating crime tips:

- Call the **Crime Hotline** at **(865) 380-4915**
- Submit your tip online through the following web site www.cityofalcoa-tn.gov. All information received (including your identity) will be kept strictly confidential

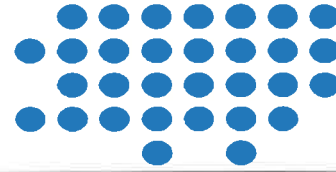
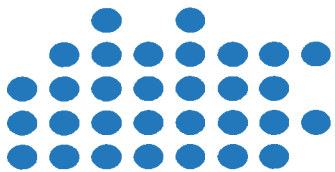




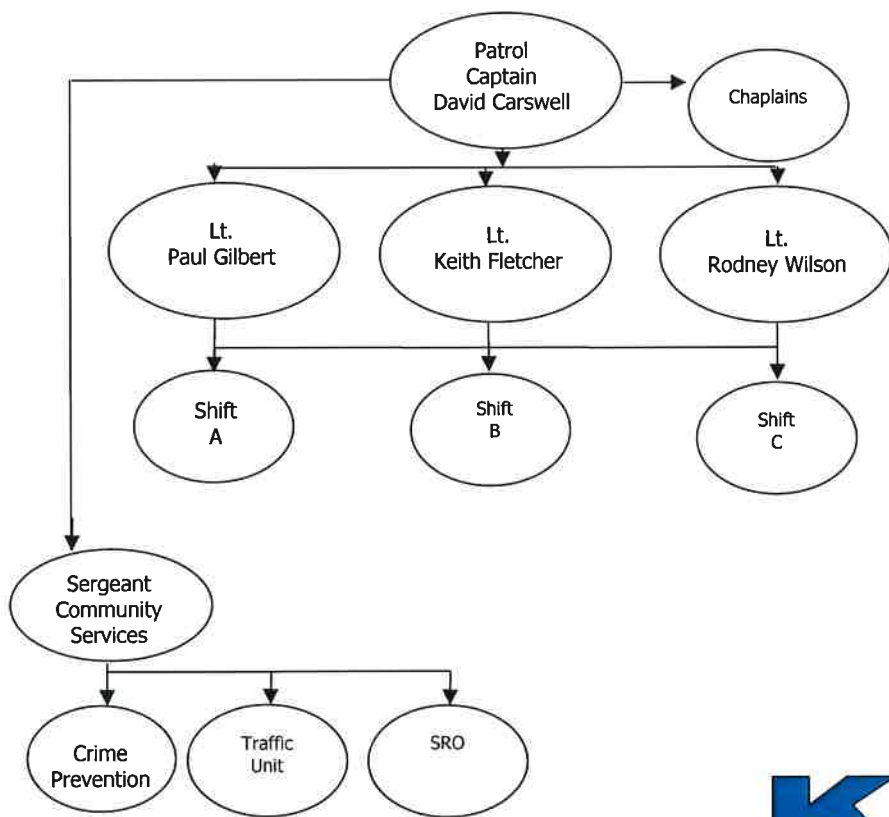
2014 Criminal Investigations Division Goals & Objectives

- Goal** Reduction of criminal activity through increased case clearance rates will remain the primary focus of the Criminal Investigations Division during 2014 and beyond
- Objective** The units case clearance rate for 2014 was 54.88% with a total of 532 cases assigned. This compares well to 2013 which ended with a clearance rate of 48.58% and 494 assigned cases. These numbers reflect only cases assigned and cleared during 2014 and were accomplished without a change in staffing levels.
- Goal Met.
- Goal** Implement budget and other funding options for the purchase of new forensic equipment and for one new unmarked detective vehicle.
- Objective** All equipment requests were approved in the 2014/15 budget. Delivery has been accepted for a new Clarion Bullet Trajectory Kit, an ARAS HD 3-D Crime scene Mapping unit, and a new Nikon D7000 camera. We also took delivery of a new Chevrolet Tahoe for use as a detective vehicle.
- Goal Met.
- Goal** Secure quality training for all members of the division in addition to their annual in-service requirements.
- Objective** Detective Sanders attended a 3-day frontline supervisor course at APD and a Cold Case Death Investigation class in September. Detective Ewing attended a Glock Armorer class in August and Detective Parsons attended Advanced Hostage Negotiation training in Murfreesboro. Detective McGill attended a Post Blast Investigations class in Huntsville, Alabama.
- Goal Met.
- Goal** Build upon and expand our relationships with the Criminal Investigations Unit of other area departments through information sharing meetings and joint efforts to combat criminal activity.
- Objective** We have begun to host or attend monthly meetings with the Criminal Investigations Units of the BCSO and MPD. These meetings have also been attended at times by representatives of the US Secret Service and the TSA. We recently conducted a prostitution sting jointly with detectives from the Sheriff's Department and others are in the planning stages.
- Goal Met.
- Goal** Research, develop, and implement a new case management, screening, and detective activity reporting requirement as directed by the Chief of Police.
- Objective** A process for monitoring and tracing the progress of every case assigned on a 14, 30 and 60 day basis has been developed and is working well. Each day as cases are assigned, the Captain, or other assigning supervisor for that particular day, conducts a review of all cases that were assigned 14 and 30 days prior. The process insures that the victims are notified, all leads are investigated, and proper case file documentation is performed. Observations are recorded on a Weekly Case Review form indicating the status of each case and whether or not the case meets compliance to be closed or remain open. Those cases that are approved to stay open past 30 days are reviewed again after 60 day by Lt. Thornhill.
- Goal Met.
- Goal** Continue to expand communication between detectives and road officers through regular attendance of roll calls, squad room case update logs, and e-mail case update requests to the CID supervisors.
- Objective** In order to better disseminate information to the Patrol and Support Services Divisions, we have developed a weekly case and detective activity brief which is e-mailed department wide each Monday morning. Information is compiled by Sgt. Sanders to include information related to cases from the preceding week, new cases assigned, cases closed, and any other information that might be of interest. Detectives routinely attend both day and evening shift roll call.
- Goal Met.
- Goal** Evaluate the role of each position within the Criminal Investigation Division and establish primary areas of responsibility to insure the utmost effectiveness following the transition back to a three division system.
- Objective** The primary areas of concern for the CID supervisor staff have been analyzed with the transition back to the three Captain Division system. The assigning and monitoring of cases is now accomplished by the Captain along with the day to day planning and directing of the division. The Lieutenant assumes responsibility for the overall management of operations in the absence of the Captain but now accepts a heavier investigative case load and acts as the department's victim / witness coordinator and domestic violence victim advocate. The Detective Sergeant, while still investigating cases. Is now responsible for the direct supervision, scheduling, and training of detectives. The role of detectives and the Narcotics Investigator have fundamentally remained unchanged while the specific skills of each are utilized when possible.
- Goal Met.





Patrol Division



Captain
David Carswell

Training

Employees of the Alcoa Police Department logged 4,514 training hours during 2014.

Training included Emergency Vehicle Operations, Firearms, Dealing with Emotionally Disturbed Persons, Ethics, Child Sex Abuse Investigations and Active Shooter Training.

K-9

K-9 Officer Matt Caldwell, along with K-9 partner Kona, had 90 deployments in 2014 with the following statistics:

Marijuana - 85 gms
Paraphernalia - 21 items
Pills - 22.5
Tracks - 3
Back-Up - 3
Vehicle Sniffs - 86

Money - \$464.00
Alert / Find - 27
Alert / No Find - 4
Apprehensions - 3
Other Assists - 2

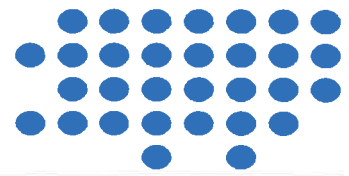
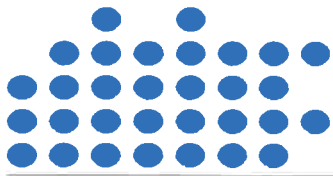
Demonstrations - 2

10 Deployments were missed due to K-9 Kona being single purpose.



The Chaplain Program has 3 volunteer chaplains, Danny Davis, Glenn Cummings and Jim Dial for 2014. There were only two (2) call outs of chaplains for death notifications.

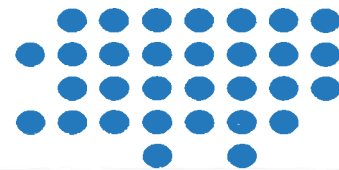
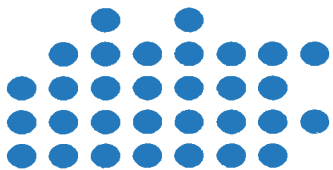




2014 Patrol Division Goals & Objectives

- Goal** Continue the directed patrol operations and license plate reader utilization within areas experiencing elevated crime and narcotics activity.
- Objective** Overall, UCR reports and arrests have been falling. Beginning in September 2014, the Patrol Division redefined Directed Patrols and Selective Enforcement and the method for applying each. Directed Patrols are assignments based on property or people crimes and Selected Enforcement was defined as assignments based on traffic crashes and / or complaints. Instead of assigning officers to a particular community for a short, specified period of time to perform Directed Patrols, officers were assigned to a particular area during their shift or work week based on crime trends or community improvement issues. Officers were free to patrol within their zones but had a focused assignment on a particular community area. The intent of doing Directed Patrols this way to have officers responsible for a particular community during their patrol tour of duty or work week in order to develop "ownership" for that assigned community or business area. Assignments are at the supervisors' discretion. Supervisors were encouraged to use monthly crime analysis' to formulate Directed Patrol strategies. This method maximizes high visibility of uniformed personnel not only in the problem area itself but also on the periphery of the problem area. Utilization of LPR's continue with two systems in operation.
- In Progress
- Goal** In combination with Patrol Lieutenants, develop a Patrol Division plan that creates consistent work procedures across all three patrol shifts that eliminates confusion.
- Objective** This objective was attained. With the restructuring of the Patrol Division, all three shifts now have a Lieutenant and a Sergeant supervising each shift. This management system allows for better management of personnel assignments and responsibilities.
- Goal Met
- Goal** Seek quality specialized training for members of the Patrol Division and maintain certifications of current departmental training personnel.
- Objective** This goal / objective is on track for attainment. Thus far, department personnel have attended a total of 46 training courses and logged approximately 5,000 training hours with the majority involving Patrol Division personnel and all current instructors have attained or are in the process of maintaining required certifications.
- In Progress
- Goal** Reduce the number of traffic accidents, injuries, and fatalities through data driven patrol, general traffic law enforcement, continuation of our TSO assignments, and participation in the Governor's Highway Safety Office traffic safety programs.
- Objective** Comparing 2013 to 2014 traffic accidents, there appears to be a slight dip in total accidents and total accidents with injury. However, there was a slight increase in accidents with property damage and fatalities (5 fatalities in 2014 compared to 3 in 2013) despite an overall increase in total citations issued (7,486 in 2014 compared to 6,991 in 2013). The patrol division had to modify the TSO assignments for a short period of time by reassigning one TSO officer to split TSO duties with patrol duties to augment a shortage of personnel on B Shift. The TSO has recently returned to full TSO duties. And, the Patrol Division continues to support and participate in GHSO traffic safety initiatives and campaigns. Patrol Division personnel participated in over 14 DUI / Seatbelt Enforcement saturation events and 4 DUI Checkpoints. Approximately 539 citations were issued during these events and approximately 16 DUI related arrests were made. The department continues to be a host for GHSO meetings.
- In Progress
- Goal** Implement budget approval and other funding options for patrol equipment and replacement.
- Objective** Part of this goal / objective has been attained when the department purchased three Chevrolet police package Tahoe's to be used as marked patrol units. The vehicles are currently in the process of being up fitted and will be assigned to patrol personnel once the up fit is completed. The Patrol Division is in the process of replacing it's current fleet of two leased one owned patrol motorcycles with three new leased patrol motorcycles. The Patrol Division has added Body Worn Cameras (BWC) to it's inventory. The department purchased / obtained a total of eight BWC's and will soon receive an additional three more.
- In Progress
- Goal** Transition from our current FTO system of training for new officers to the PTO model now in use by many departments.
- Objective** This goal is not yet attained. It was decided to stick with the FTO system until the two most recent new hires have completed FTEP training. The PTO training program will be used for the first time upon the completion of any new hire in the 2015 calendar year.
- In Progress.
- Goal** In collaboration with the city schools review, revise and implement the Active Shooter Policy and Procedures.
- Objective** This goal / objective has yet to be attained. This goal is a continual work in progress. The department was a host site for the ALICE training in the summer of 2014. Many city school officials attended the training and as a result have begun discussions to modify their current Active Shooter plans. The department continues to participate in the school safety committee and to assist developing Active Shooter response plans. Several members of the Patrol Division now serve on a departmental Active Shooter Committee Team which was formulated to review the current departmental Active Shooter response procedures with the goal to update and modify the department's response.
- In Progress.
- Goal** Continue to evaluate the responsibilities and reporting requirements of the department's Community Policing function on a quarterly schedule.
- Objective** This goal / objective was met. The Community Policing Officer function was changed when the department underwent restructuring. The title of "Community Policing Officer" was changed to "Crime Prevention Officer" with a focus on community improvement in the late summer of 2014. The Crime Prevention Officer now reports to the Community Services Section Sergeant who also serves as an available relief officer if or when patrol personnel are understaffed.
- Goal Met





For calendar year 2014, the Alcoa Police Department "Record of Complaints" contained four (4) entries stemming from separate complaints. All four complaints were thoroughly investigated as Personnel Complaints; 1 was Not Sustained, 2 were Unfounded and 1 the officer was Exonerated. Additionally, there were 2 Administrative complaints wherein the officer received a 1-day Suspension and an Improvement Plan was implemented.

Based on a review of all complaints, there is no indication of any patterns of behavior or misconduct.

P - Personnel - originates from complaint against officers from external sources

A - Administrative - originates from supervisor action internal to the organization

Complaints

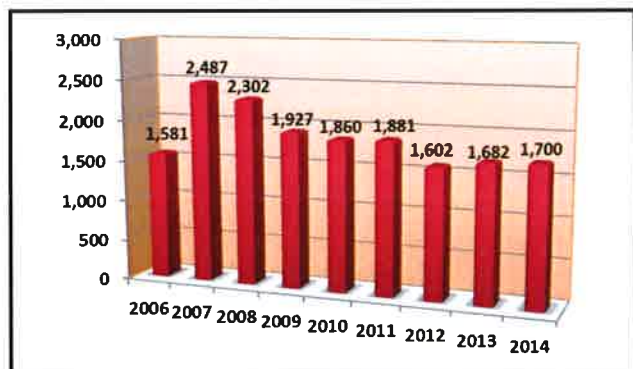
2007 - 5	2010 - 1	2013 - 3
2008 - 4	2011 - 2	2014 - 4 / 2
2009 - 3	2012 - 3	

Traffic Comparisons

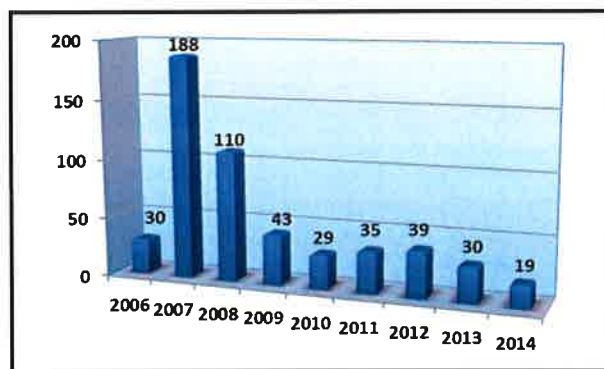
There were 1,034 accidents investigated in 2014 compared to 1,040 in 2013. There were 5 fatalities in 2014; 2010 remains the highest year for fatalities (9) since 2007.

There were 7,486 citations issued in 2014 compared to 6,990 in 2013.

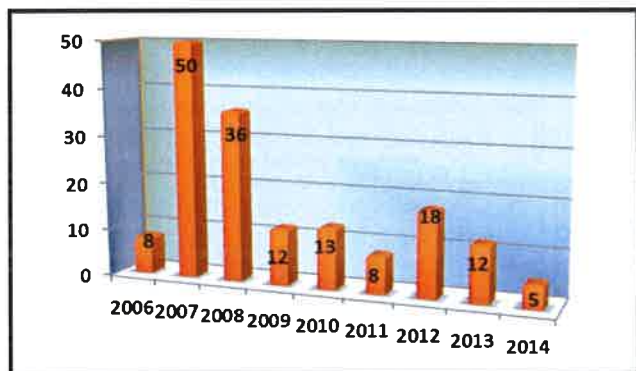
The next several pages of graphs illustrate 9 year comparisons on traffic statistics



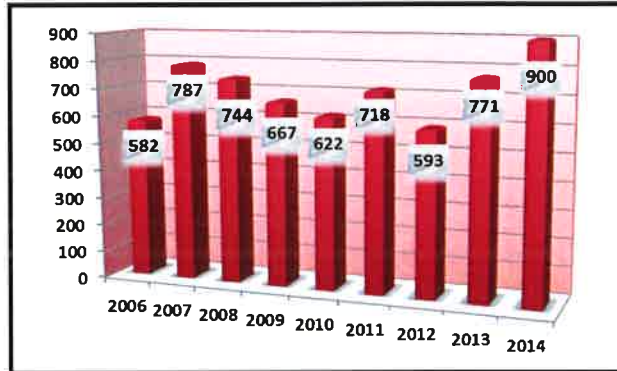
Speeding



Speeding in School Zone

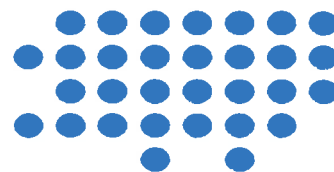
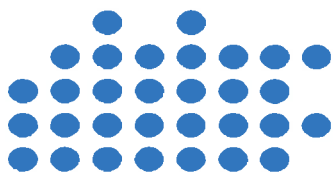


Speeding School Zone
(16-19 over limit)

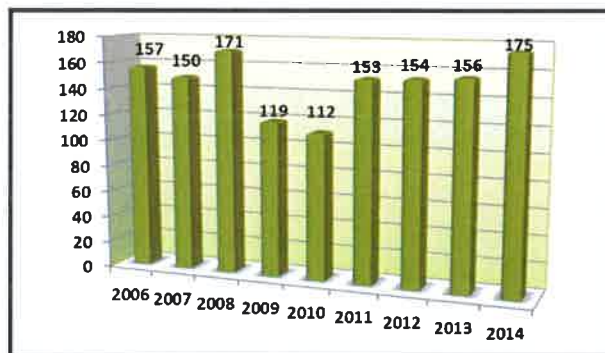


Speeding (20-24 over limit)

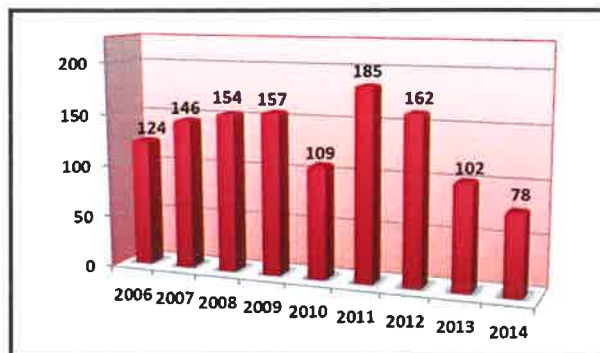




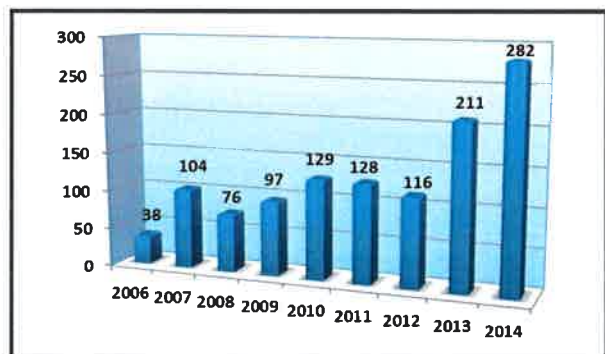
Traffic Comparisons, continued



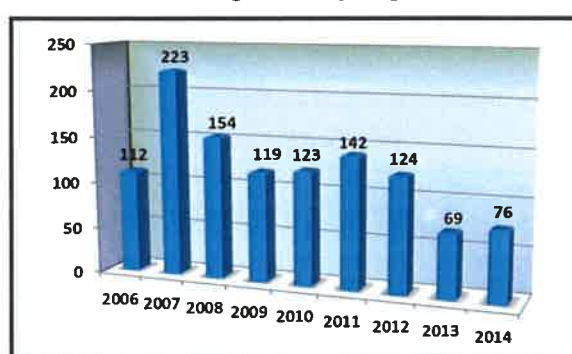
Speeding (25-29 over limit)



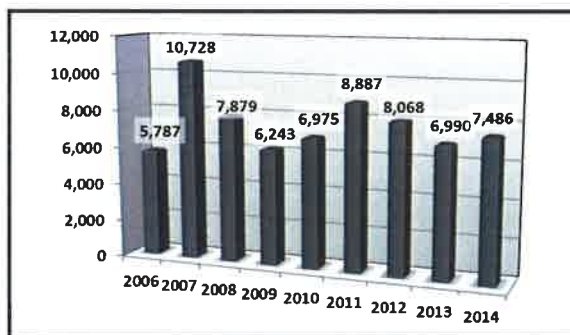
Disregard Stop Sign



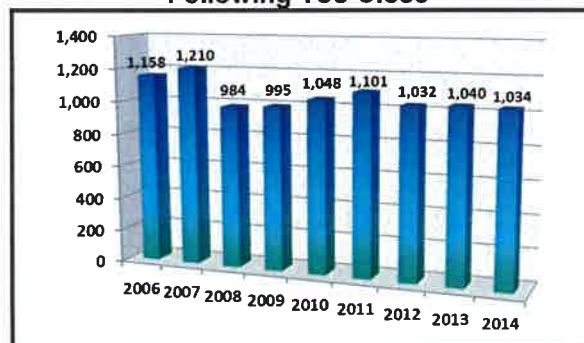
Due Care



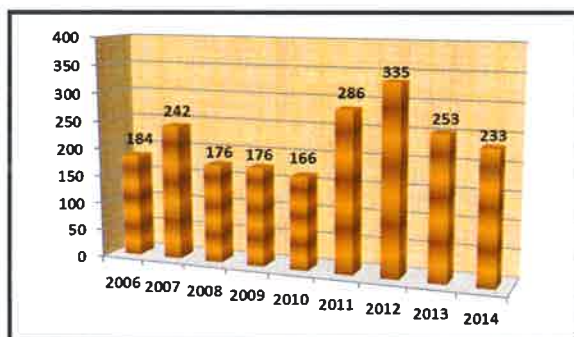
Following Too Close



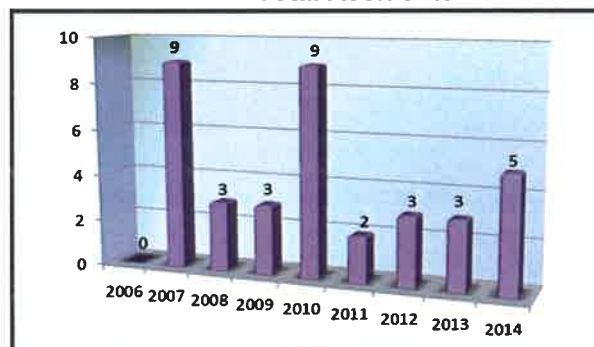
Total Citations



Total Accidents

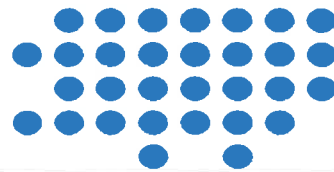
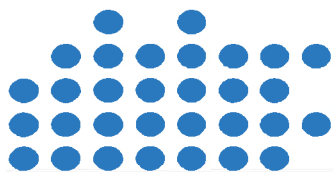


Injuries



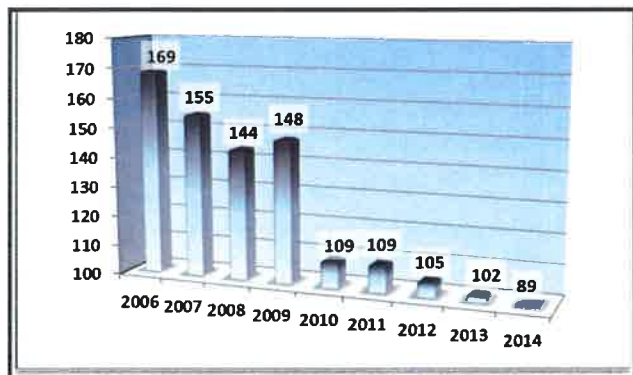
Fatalities



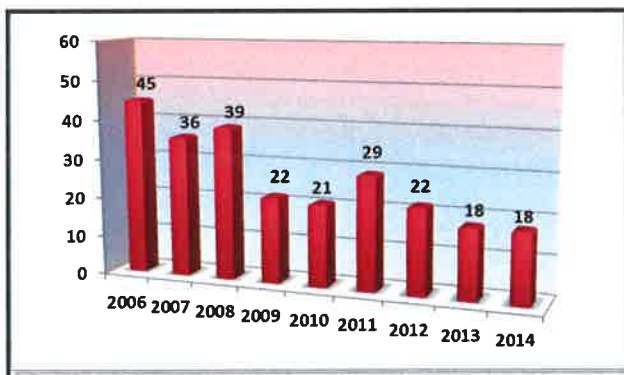


Nine Year Criminal Activity Comparisons

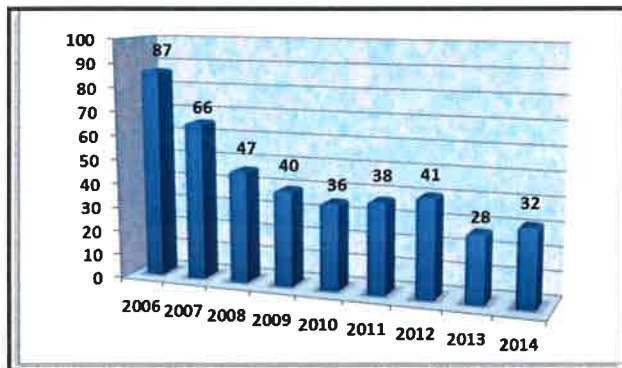
For 2014, the reported number of crimes decreased approximately less than 1% from 2013. There was a decrease in several crimes including domestic violence, burglary of a building and auto theft.



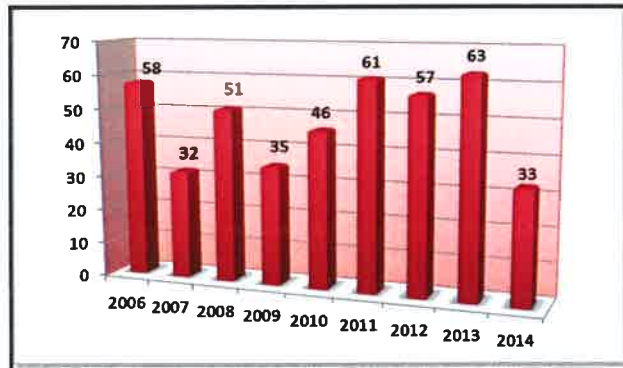
Domestic Violence



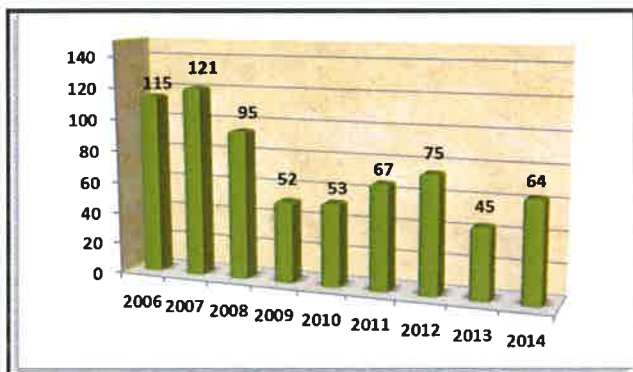
Aggravated Assault



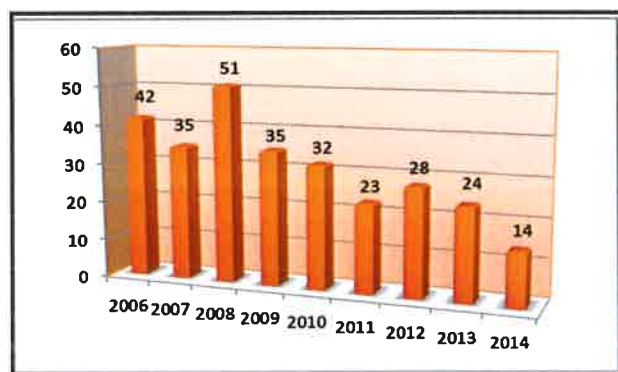
Simple Assault



Burglary / Residential



Vandalism

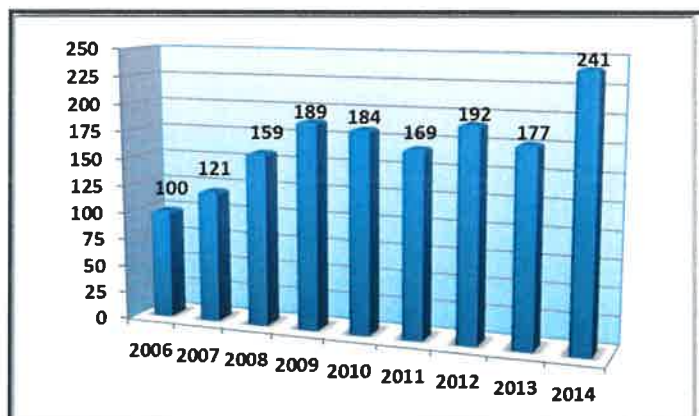


Auto Theft

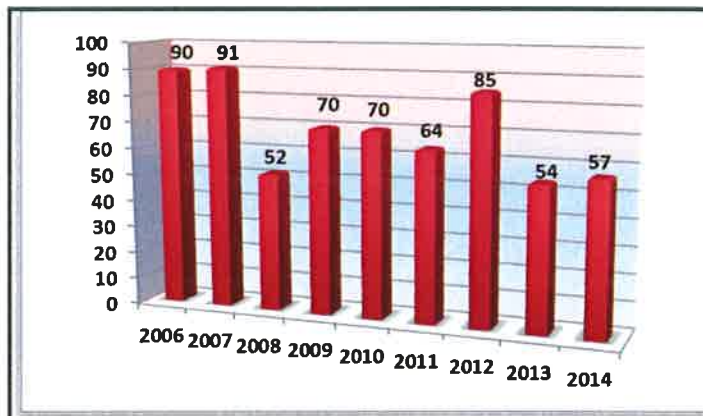




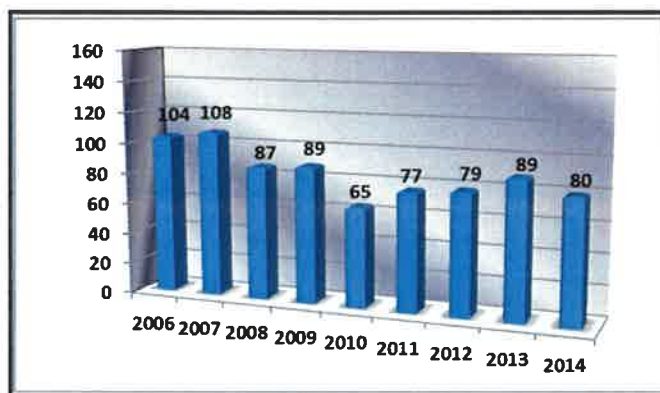
Nine Year Criminal Activity Comparison, continued



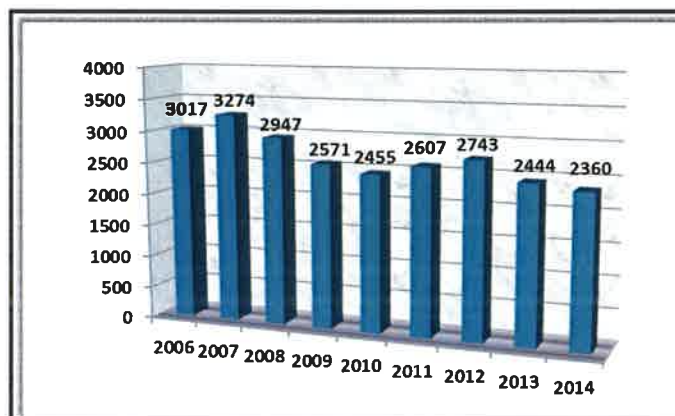
Theft by Shoplifting



Theft from Auto



Theft from Buildings

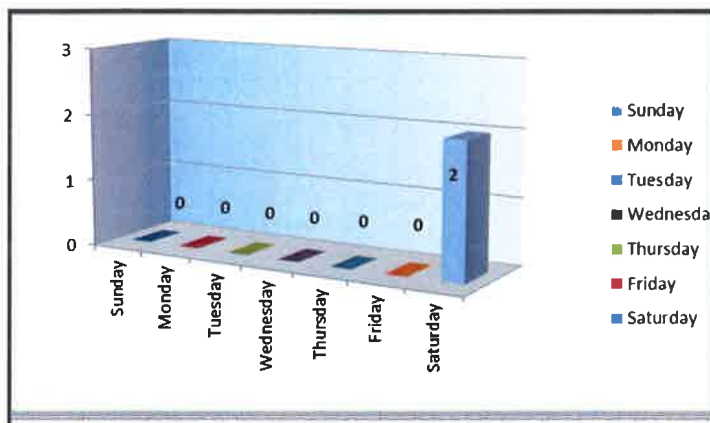


Total Crimes

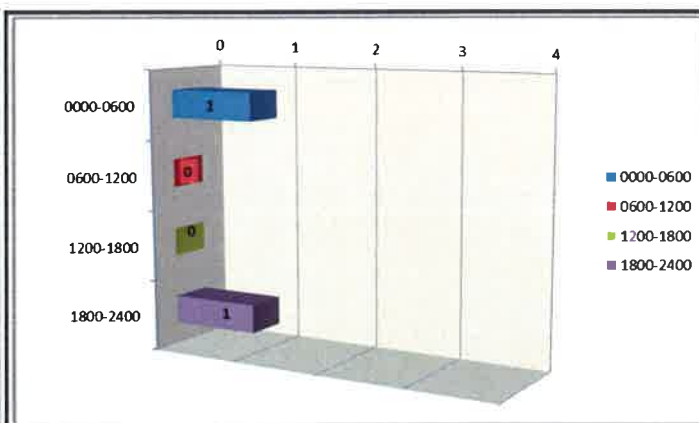




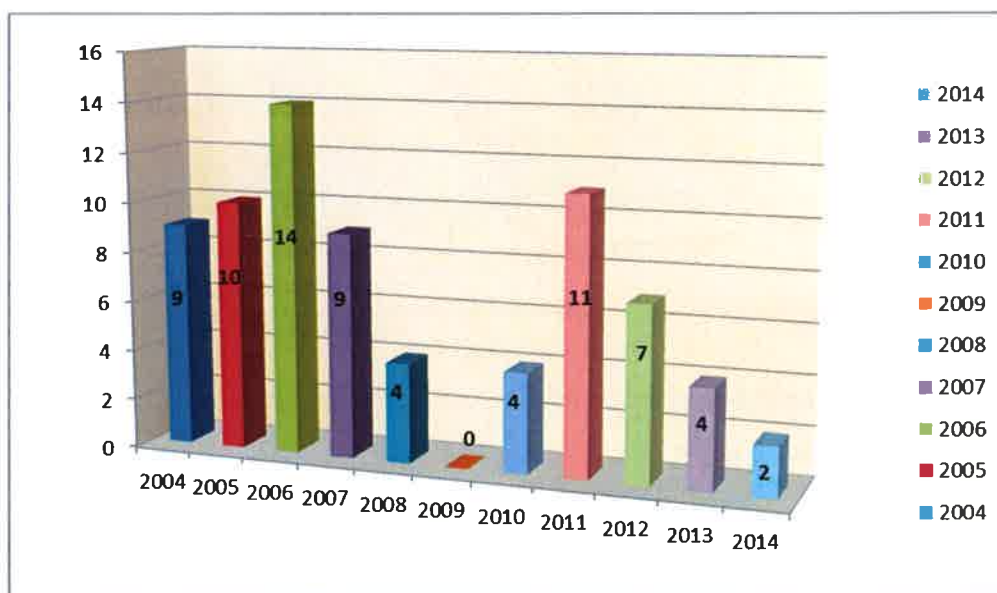
Nine Year Criminal Activity Comparison, continued



Number of Pursuits Per Day



Time of Day When Pursuits Occurred



Number of Pursuits (Eleven Years)





HOW A CITIZEN MAY FILE A COMPLAINT OR MAKE A COMPLIMENT

1. If you wish to file a complaint or compliment regarding the actions of an Alcoa Police Officer / employee or any aspect of Alcoa Police operations, please:
 - a. Come to the police department, 2020 N. Wright Road, Alcoa, and tell any employee that you want to file a complaint or compliment, or
 - b. Call the police department, 865-981-4111, and tell the person answering the phone that you want to file a complaint or compliment, or
 - c. Write your complaint or compliment out and mail it to the Chief of Police, Alcoa Police Department, 2020 N. Wright Road, Alcoa, Tennessee 37701.
 - d. Go to the City of Alcoa Web Site at www.cityofalcoa-tn.gov and follow the links to the Alcoa Police Department.
2. Any Alcoa Police Supervisor will assist you in filing a complaint against or make a compliment to a police officer / employee or the department. You will be asked to identify yourself and give specific details about the complaint or compliment.
3. All complaints will be investigated. You may be contacted and asked additional questions about the complaint.
4. If it is going to take a long period of time to investigate your complaint, you will receive a letter telling you approximately when you may expect a reply.
5. When your complaint has been investigated, the Chief of Police will review the investigation and will write you a letter explaining the outcome of the matter.
6. Anonymous complaints will be accepted and will be investigated to the extent possible.

Alcoa Police Department Phone Numbers:

EMERGENCY
9-1-1

Non-Emergency and After-Hours
(865) 983-3620

Administration & Information
(865) 981-4111
Monday - Friday
8:00 a.m. - 4:30 p.m.

EMPLOYMENT OPPORTUNITIES

Employment shall be based on merit and fitness without regard to race, religion, sex, age, national origin and free of personal and political considerations. In addition, it shall be this City's policy to offer equal employment opportunities in recruitment, training programs, transfers, promotions, compensation, demotions, terminations, benefits, employee relations, and all other personnel actions relative to City employment.

The City of Alcoa Police Department actively seeks to recruit, hire, and promote qualified applicants within the organization. We recruit from the general public, Colleges and Universities, Employment Security Office and among our current work force. The City of Alcoa provides a generous salary and benefit program. The City of Alcoa and the Alcoa Police Department are EEO / ADA / ADEA / Title VI employers.

City of Alcoa does comply with Title VI Civil Rights Act of 1964

"No person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance."



